

February 5, 2021

WARN Coordinator  
Missouri Department of Higher Education &  
Workforce Development  
PO Box 1087  
Jefferson City, Missouri 65102  
[ETT.DWD@dhewd.mo.gov](mailto:ETT.DWD@dhewd.mo.gov)  
**VIA E-MAIL**

Mayor Lyda Krewson  
City Hall Room 200  
1200 Market Street  
St. Louis, Missouri 63103  
[krewsonl@stlouis-mo.gov](mailto:krewsonl@stlouis-mo.gov)  
**VIA E-MAIL**

Dr. Sam Page, St. Louis County Executive  
County Administration Building  
41 South Central Ave  
Clayton, Missouri 63105  
[cecomments@stlouisco.com](mailto:cecomments@stlouisco.com)  
**VIA E-MAIL**

***Re: Notification Pursuant to the Worker Adjustment and Retraining Notification Act (29 U.S.C. § 2101 et seq.) and Other Laws/Requirements as Applicable***

Dear officials:

This notice is provided by American Airlines, Inc., pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”) and all regulations promulgated thereunder, as well as state and local laws, to the extent such laws are applicable (“mini-WARN”). Although it is not clear whether this notification is required, and without waiving any defenses, the Company is providing this disclosure to you based on the best information available to the Company at this time.

As a result of unforeseeable circumstances beyond the Company’s control, specifically the COVID-19 pandemic, the Company has carefully analyzed its available options, and it is with regret that I report to you that the Company anticipates taking job actions towards employees who work at the following locations and which may be subject to WARN and/or mini-WARN notice requirements:

- St. Louis Apt 10701 Lambert International Blvd. St. Louis MO 63145

There are 1,170 employees who are expected to be furloughed on April 10, 2021 or within 14 days following such date. Represented employees in all job classification have



bumping rights except for Pilots and Flight Attendants. The furloughs are expected to be temporary. To the extent furlough benefits are required by the applicable collective bargaining agreement or otherwise by law/regulation, the Company intends to comply with such requirements, otherwise, no furlough benefits will be provided. It is our sincere hope that this number decreases based on factors such as additional voluntary leaves of absences and voluntary early outs, or changes in the demand environment.

There are 3 employees who will be discharged on April 1, 2021 or within 14 days following such date. These employees have no bumping rights. The terminations of employment are expected to be permanent.

As permitted by WARN, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions (if a schedule applies); the job titles of positions to be affected, and the number of affected employees in each job classification; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union, if any. This information is available broken down by location if multiple locations are involved.

